# Worksheet for *Bringing Gender In*

# Step 1: Bringing Gender in at the Start

## What can do you about gender before the commissioning conversation?

|  |
| --- |
|  |

## What can do you about gender at the commissioning conversation?

|  |
| --- |
|  |

# Step 2: Bringing Gender into the Policy Issue

## What groups by gender may be affected by the policy problem?

|  |
| --- |
|  |

## How might groups by gender have different needs or experiences?

|  |
| --- |
|  |

How might the groups of women and men you’ve identified have different expectations or priorities about what needs to happen?

|  |
| --- |
|  |

Are there legal obligations or international commitments that need to be considered?

|  |
| --- |
|  |

Can you reframe your policy problem to ensure that gendered issues will be considered in the process?

|  |
| --- |
|  |

# Step 3: Bringing Gender into the Policy Options

How does each option address the issues for groups of women and men raised in
Step 2?

|  |
| --- |
|  |

## Are there groups of women and men that may be indirectly affected by your proposed changes?

|  |
| --- |
|  |

## What changes can be made to your options to improve outcomes for women and reduce or eliminate any negative impacts?

|  |
| --- |
|  |

# Step 4: Bringing Gender into Engagement

## How will you engage with groups by gender in your policy process?

|  |
| --- |
|  |

## Will you consult with groups of women directly in your policy process?

|  |
| --- |
|  |

# Step 5: Bringing Gender into Implementation

## How will you effectively include gender differences in your implementation?

|  |
| --- |
|  |

## Consider whether separate implementation actions are needed for different groups by gender

|  |
| --- |
|  |

# Step 6: Bringing Gender into Monitoring and Evaluation

## How will you test whether, and in what ways, the situation for groups of women and men has improved?

|  |
| --- |
|  |

## How will you ensure that monitoring systems collect data by gender and other relevant identity factors such as ethnicity?

|  |
| --- |
|  |

How will evaluators be fully informed and prepared to evaluate by gender?

|  |
| --- |
|  |

How will the policy intervention be changed if it is not delivering as expected?

|  |
| --- |
|  |

# Step 7: Bringing Gender into a Cabinet paper

## Summarise and shape the thinking you have done to date

|  |
| --- |
|  |

## How significant might gender implications be for your policy proposal?

|  |
| --- |
|  |